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UNIVERSITI TEKNOLOGI MALAYSIA



THE INTERNATIONAL CONFERENCE ON SOCIAL SCIENCE & HUMANITIES 2018

*Contribution of
Social Science
and Humanities
in National
Development*

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- Philosophy
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Foreword

Assalamualaikum, salam sejahtera, selamat datang and welcome to The International Conference on Social Sciences and Humanities 2018. Thanks to God who has given us His grace and His permission to our meeting this time.

The International Conference on Social Sciences and Humanities 2018 (PSSSK 2018) is the first ever conference organized by the Department of Human Resource Development (JPSM) Faculty of Management. This conference is a first step in pioneering the relationship between JPSM, Faculty of Management and the State University of Makassar (UNM), Indonesia, in academic, research, culture and social. The main purpose of PSSSK 2018 is to provide an opportunity for postgraduate students from both universities to present their research results throughout their studies at their respective universities.

Additionally, all academics from both universities are most welcome to present their paperwork or research findings. PSSSK 2018 also targets academic members and scholars to submit papers or research findings as an insertion paper to be published in the proceedings of the conference. In other word, PSSSK 2018 is one of the ideal platforms for students and academics from both universities to share their views and experiences in areas related to Social Sciences and Humanities.

To more be specific, the conference has 3 objectives. First, to provide opportunities for UTM and UNM postgraduate students to present their research findings. Second, to provide academic discussion platforms to speakers and participants on issues related to Social Sciences and Humanities; and third, to establish a scholarly relationship among lecturers, students, guesses, authors, researchers from various universities who participate in the conference.

For information, a total of 59 papers have been successfully compiled in this conference proceeding. Of these, 43 papers have been presented, while 16 papers were inserted. These papers encompassed with the themes i.e. philosophy, psychology, human resource development, history, management, communication, sociology, politics, leadership, statehood, service and public administration.

On this occasion, we would like to appreciate and thank to the audiences, article's authors and presenters. May you continue on producing quality articles in the future as a contribution to the community and the country. Without forgetting, we would like to express thanks to the committee members who has very high commitment in making this conference successful. Only Allah can repay you all, and be some lasting contributions *amal jariah*, *Insha Allah*. We also apologize if there are any shortcomings and weaknesses during the conference. All feedbacks are most welcome.

Thank you again and wassalamualaikum.

List of Editors

Dr Mohd Nasir bin Masroom

Dr Wan Mohd Azam bin Wan Mohd Yunus

Dr Zulkifli bin Khair

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All written content including and not limited to any views and opinions expressed in this article are those of the original authors and do not necessarily reflect the position or views of any of the editors.

Implementation Of Supervision On Office Of Community Empowerment And Makassar City Village

**Syamsiar¹, M. Said Saggaf¹, Rudi Salam², Suci
Ramadani Ihsan**

¹STIA Puangrimaggaltung, Sengkang, Indonesia

²Universitas Negeri Makassar, Indonesia

Abstract: This study aims to determine the Implementation of Supervision at the Office of Village and Community Empowerment in Makassar. Type This research is descriptive research using Quantitative method and approach which describes Implementation of Supervision at Office of Community Empowerment and Village. The population of this research is the employees of Office of Community Empowerment and Village amounted to 84 people. Data collection techniques used are observation, questionnaires, and documentation. Data analysis technique used is percentage analysis. The results showed that the percentage achieved by 84.30% was confirmed with a pre-defined category that is at intervals of 81% - 100% percent means that the Implementation of Supervision at the Office of Community Empowerment and Village Village of Makassar is very good.

Keywords: supervision, employees

1.0 Introduction

Supervision is essential to the organization's life to keep its activities from deviating from the established plan. Organizational activities however small will be less run as expected if without supervision. With supervision will be known advantages and disadvantages in the implementation of management. The term supervision within the organization in general, so there are several different meanings such as procurement of detailed examinations, regulating fluency, comparing with standards, trying to direct or assign and limitations. However, basically, supervision is a management function in which every manager must implement it in order to ensure that what is done in accordance with the desired.

Good supervision will be ensured the achievement of organizational goals that are effective and efficient. The purpose of supervision in simple formulas is to understand and discover what is wrong with future improvement. It actually has been realized by all parties both supervising and supervised parties including the general public. Based on observations in pre-research conducted on August 15, 2017, at the Office of Community Empowerment and Village section Technical Implementation Unit (UPT) has the duty to lead and coordinate planning,

implementation, supervision. The phenomenon encountered by researchers is still the existence of irregularities against employee control and maintenance control. Can be seen from the control of employees that include employees who are still less disciplined among others: employees who just sit back while playing mobile cellular, telling stories, employees who eat when not hours of rest and so forth. Maintenance controls include the company's inventory is not maintained properly. For example information boards and stationery. This phenomenon occurs because of the weakness of supervision level in this office.

2.0 Research Method

This research uses descriptive research type, using quantitative approach. The sample of research is 84 respondents. The research data collection is based on the technique, that is through observation, questionnaire, and documentation. data analysis techniques using distribution processing for the purposes of percentage analysis.

3.0 Result And Discussion

Based on the results of data analysis on Implementation of Supervision At the Office of Community Empowerment and Village of Makassar City for each indicator can be seen in table 1.

Table 1 Results of Each Indicator Data Analysis

No.	Indicator	n	N	%	Category
1	Employee Control	2878	3360	85,65	Very Good
2	Financial Control	1431	1680	85,18	Very Good
3	Control Time	363	420	86,43	Very Good
4	Technical Control	363	420	86,43	Very Good
5	Control of wisdom	1441	1680	85,77	Very Good
6	Inventory Control	1032	1260	81,90	Very Good
7	Maintenance Control	635	840	75,60	Good
	Amount	8143	9660	84,30	Very Good

Source: processed data, 2017

Discussion

Supervision is the act of monitoring or examining the activities undertaken by the management of the company to ensure the achievement of the objectives in accordance with the predetermined plan and take corrective action necessary to correct the mistakes that existed before. Supervision is a process in which the leader wants to know whether the results of the implementation of work performed by employees in accordance with the planning, orders, procedures, and policies that have been determined.

Based on the results of the research indicate that the implementation of supervision at the Office of Community Empowerment and Village of Makassar is in the very good category, it can be reviewed by the following indicators:

- i) Indicators of employee control, Implementation Supervision at the Office of Empowerment and Community and Village of Makassar is in the category very well. This can be seen from employees performing work in accordance with the plan, carry out the work in accordance with the orders of superiors, carry out all work in accordance with work procedures, obeying work procedures, clothes remain neat during office hours, to the office on time, come and go in accordance with the schedule apply, the leader always check the absent morning and afternoon, employees ask permission to superiors if doing work outside the main task.
- ii) Indicators of financial control, Implementation Supervision at the Office of Empowerment and Community and Village of Makassar is in the category very well. This can be seen from the leadership always hold oversight of the income budget and expenditure office budget, financial budget control always get direct supervision from the leadership.
- iii) Time control indicators, Implementation of Supervision At the Office of Community Empowerment and Village of Makassar is in the very good category. This can be seen from the timeliness in completing the task.
- iv) Technical control indicators, Implementation Supervision at the Office of Empowerment and Community and Village of Makassar is in the category very well. This can be seen from the employees always work in accordance with the technical implementation of the established office.
- v) Policy control indicators, Implementation of Supervision At the Office of Community Empowerment and Village of Makassar is in the very good category. This can be seen from the leadership always gives an assessment of the results of work in accordance with the plans that have been set, the performance appraisal results always get a good response from the leadership and office policies that are always implemented in accordance with the outlined.
- vi) Indicators of inventory control, Implementation of Supervision At the Office of Community Empowerment and Village of Makassar is in the very good category. This can be seen from in the room there is always a list of inventory of the room is compromised, inventory items are still complete in accordance with the inventory list of the room, and there are rules in the service of goods inventory returns.
- vii) Indicators of Maintenance Control, Implementation of Supervision At the Office of Empowerment and Community and Village of Makassar is in the good category. This can be seen from the frequent regular maintenance of office equipment and equipment, and there is a regular budget for every item inventory maintenance.

4.0 Conclusion

Based on the results of the analysis and discussion then the results of this study can be concluded that the Implementation of Supervision at the Office of Community Empowerment and Village of Makassar is quite good. Judging from the indicators in employee control, financial control, time control, technical control, control of the wisdom, inventory control, and maintenance control.

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